

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

PRESS RELEASE



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California Public University Faculty Salary Report Released by Postsecondary Education Commission

April 19, 2001– Sacramento – The State’s higher education planning and coordinating body, the California Postsecondary Education Commission (CPEC), has released a new report on faculty salary compensation in California public universities. Part of series of such reports done annually, the 2001 report is an estimate of the percentage changes in salaries that will enable faculty at the California State University and the University of California to attain parity with their respective comparison groups in the forthcoming fiscal year.

According to Warren H. Fox, the Commission’s Executive Director, “This is an important report because it is critical that the faculty of our universities are compensated at a level that not only recognizes their value to the knowledge industry, but also enables California institutions to be nationally competitive in efforts to secure the human capital of our colleges and universities.”

Fox said that the Commission’s annual *Faculty Salary Comparisons* report and its companion report, *Executive Compensation*, are used to inform the public, systems of higher education, Legislature, governor, and others on matters relating to salaries and benefits of California institutions in comparison to selected institutions nationally. The results are often used to help formulate the state’s new budget.

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During California's severe economic recession between 1991-92 and 1994-95, few, if any, faculty increases were funded in State budgets. Fox said this worsened the compensation deficiency between faculty at California's public universities and their comparison groups to create the largest compensation disparity since the inflationary era of the 1970's and early 1980's.

Since 1994-95, as California transitioned from recession to economic boom, faculties have again received more competitive salary increases, with slightly larger increases accruing to faculty at the University of California. This reduced the University's parity gap in 2000 to a reported lag of 3.0 percent and the currently projected lag of 3.9 percent. At the State University, whose faculty this year will receive a projected average salary increase of 6.0 percent, the lag has lessened from 8.9 percent for the current 2000-01 year to a projection of 7.9 percent in the upcoming 2001-02 fiscal year.

Always a source of differences, Fox observed, the approach to making comparisons is one that the Commission takes after collaborating with various state agencies and the state's higher education systems themselves. The approach taken also requires the cooperation of the selected comparison institutions, most of which are from other states.

The California Postsecondary Education Commission is the state's planning and coordinating organization for higher education. The Commission consists of 16 members, nine of whom represent the general public, five who represent the major systems of California education (the California Community Colleges, the California State University, the University of California, the independent colleges and universities, and the State Board of Education), and two student representatives.

Further information about higher education in California may be obtained through the website of the Postsecondary Education Commission at <http://www.cpec.ca.gov>.